

COBRA RATES 2010

Monthly cost to continue healthcare through COBRA:

	Single	Subsidized SGL Rates	Family	Subsidized Fam Rates
NPOS1 (medical)	\$ 403.78	\$ 141.32	\$ 1,130.57	\$ 395.70
NPOS2 (medical)	\$ 367.61	\$ 128.66	\$ 1,029.28	\$ 360.25
Dental Care Plus	\$ 27.09	\$ 9.48	\$ 74.46	\$ 26.06
EyeMed Vision Plan	\$ 6.85	\$ 2.40	\$ 17.31	\$ 6.06

Calculation:

Employee Premium X 2 % (COBRA Administration Fees X 2 (Bi-Weekly pay) = Monthly Rate

Eligibility:

Loss due to end of employment: Eligible for up to 18 months of coverage.

Loss due to end of dependent status: Eligible for up to 36 months of coverage.

(Dependent status changes include: divorce, chg in student status, age, adoption, birth, marriage, etc).

Subsidized Rates:

Subsidized Rates effective January 1, 2010.

Beginning March 1, 2009 COBRA rates can be subsidized by the IRS if termination of employment is **involuntary**.

Eligible COBRA beneficiary must apply for the subsidy through the HR dept.

Dec 2009: COBRA subsidy program was extended, not to exceed a total of 15 months of coverage.

Dec 2009: New qualification dates are involuntarily terminated on or before February 28, 2010